United Nations ST/IC/2016/6

Secretariat

8 February 2016

Information circular*

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: **Revised salary scales for staff in the General Service and related categories at Headquarters**

1. In accordance with article 12.1 of its statute, and on the basis of the methodology for surveys of best prevailing conditions of employment of the General Service and other locally recruited staff at Headquarters and similar duty stations under survey methodology I, the International Civil Service Commission conducted a comprehensive survey in New York, with a reference date of November 2014, for the purpose of making recommendations to the Secretary-General on the salary scales of staff in the General Service and related categories at Headquarters. Representatives of administration and staff participated actively in all aspects of the survey, including the selection of employers and jobs to be surveyed. In accordance with an earlier decision of the Commission, no separate surveys were conducted in respect of the Language Teacher, Public Information Assistant, Security Service and Trades and Crafts categories. Instead, salary levels for those four categories should be adjusted in accordance with the same percentage as that agreed for the General Service category.

2. On the basis of the results of the survey, the Commission recommended salary scales for all five categories of locally recruited staff in New York that are 5.8 per cent lower than the current scales. Accordingly, staff members recruited on or after 1 February 2016 will be paid according to the revised salary scales. Staff members recruited prior to 1 February 2016 will be paid according to the salary scales in effect since 1 March 2014. Those salary scales will remain frozen for the time being. The freeze will remain in place until such time as the annual interim revisions to the lower salary scales close the gap between the two sets of salary scales.

3. In view of the delayed implementation of the outcome of the November 2014 comprehensive salary survey, the annual interim adjustment is now due and will be applied to the 2014 comprehensive salary survey results.

* The present circular, which cancels and supersedes ST/IC/2014/13 of 24 April 2014, will be in effect until further notice.

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4. The interim salary adjustment procedure in place for staff in the General Service and related categories at Headquarters is based upon a 90 per cent movement in the consumer price index (CPI) over a 12-month period, or whenever the trigger point of 5 per cent has been reached in under 12 months, whichever comes first. The CPI reference was based on November 2014 in order to coincide with the comprehensive salary survey month. The CPI for the month of November 2015 reflects a 0.627 per cent movement over the November 2014 index. In application of the aforementioned procedure, the net salaries of staff in the General Service, Language Teacher, Public Information Assistant, Security Service and Trades and Crafts categories will be adjusted upward by 0.6 per cent, or 90 per cent of the CPI movement, effective 1 November 2015 and applicable to the lower salary scales for staff recruited on or after 1 February 2016.

5. The revised salary scales, which are contained in the annex to the present circular, will be implemented in the end of February 2016 payroll.

Annex

Revised salary scales for staff in the General Service and related categories at Headquarters

A. Salary scale for staff in the General Service category at Headquarters

(United States dollars)

Effective 1 November 2015 (applicable only to staff recruited on or after 1 February 2016)

Level		STEPS										
		I	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*
7	(Gross)	69 685	72 618	75 552	78 485	81 419	84 352	87 286	90 219	93 152	96 086	99 019*
	(Gross pension)	67 629	70 365	73 100	75 835	78 571	81 305	84 040	86 776	89 511	92 329	95 262*
	(Total net)	53 083	55 107	57 131	59 155	61 179	63 203	65 227	67 251	69 275	71 299	73 323*
	(Net pension)	53 083	55 107	57 131	59 155	61 179	63 203	65 227	67 251	69 275	71 299	73 323*
	(NPC)	0	0	0	0	0	0	0	0	0	0	0*
6	(Gross)	62 401	65 049	67 696	70 344	72 992	75 639	78 287	80 935	83 582	86 230	88 878*
	(Gross pension)	60 838	63 307	65 775	68 244	70 713	73 181	75 650	78 119	80 588	83 056	85 525*
	(Total net)	48 057	49 884	51 710	53 537	55 364	57 191	59 018	60 845	62 672	64 499	66 326*
	(Net pension)	48 057	49 884	51 710	53 537	55 364	57 191	59 018	60 845	62 672	64 499	66 326*
	(NPC)	0	0	0	0	0	0	0	0	0	0	0*
5	(Gross)	56 057	58 289	60 559	62 953	65 347	67 741	70 135	72 529	74 923	77 317	79 711*
	(Gross pension)	54 893	57 038	59 183	61 353	63 585	65 818	68 049	70 281	72 513	74 746	76 978*
	(Total net)	43 482	45 134	46 786	48 438	50 090	51 742	53 393	55 045	56 697	58 349	60 001*
	(Net pension)	43 482	45 134	46 786	48 438	50 090	51 742	53 393	55 045	56 697	58 349	60 001*
	(NPC)	0	0	0	0	0	0	0	0	0	0	0*
4	(Gross)	50 478	52 501	54 524	56 547	58 569	60 635	62 805	64 974	67 144	69 313	71 483*
	(Gross pension)	49 531	51 475	53 420	55 363	57 308	59 251	61 214	63 237	65 259	67 282	69 305*
	(Total net)	39 354	40 851	42 348	43 844	45 341	46 838	48 335	49 832	51 329	52 826	54 323*
	(Net pension)	39 354	40 851	42 348	43 844	45 341	46 838	48 335	49 832	51 329	52 826	54 323*
	(NPC)	0	0	0	0	0	0	0	0	0	0	0*
3	(Gross)	45 404	47 238	49 072	50 906	52 740	54 574	56 408	58 242	60 081	62 048	64 015*
	(Gross pension)	44 655	46 418	48 180	49 943	51 705	53 468	55 230	56 993	58 754	60 517	62 342*
	(Total net)	35 599	36 956	38 314	39 671	41 028	42 385	43 742	45 099	46 456	47 813	49 170*
	(Net pension)	35 599	36 956	38 314	39 671	41 028	42 385	43 742	45 099	46 456	47 813	49 170*
	(NPC)	0	0	0	0	0	0	0	0	0	0	0*
2	(Gross)	40 852	42 510	44 169	45 827	47 486	49 144	50 803	52 461	54 120	55 779*	
	(Gross pension)	40 280	41 874	43 467	45 062	46 655	48 250	49 843	51 437	53 031	54 625*	
	(Total net)	32 230	33 458	34 685	35 912	37 140	38 367	39 594	40 821	42 049	43 276*	
	(Net pension)	32 230	33 458	34 685	35 912	37 140	38 367	39 594	40 821	42 049	43 276*	
	(NPC)	0	0	0	0	0	0	0	0	0	0*	
1	(Gross)	36 839	38 281	39 724	41 213	42 714	44 215	45 716	47 217	48 717*		
	(Gross pension)	36 301	37 742	39 185	40 627	42 070	43 513	44 954	46 397	47 839*		
	(Total net)	29 166	30 277	31 387	32 498	33 608	34 719	35 830	36 940	38 051*		
	(Net pension)	29 166	30 277	31 387	32 498	33 608	34 719	35 830	36 940	38 051*		
	(NPC)	0	0	0	0	0	0	0	0	0*		

Dependency allowances (US$ net per annum):

Child	2 083[a] 2 217[b]
Except for the first dependent child of a single, widowed or divorced staff member	2 879[a] 3 246[b]
Dependent spouse	3 336[a] 3 562[b]
Secondary dependant	1 257[a] 1 307[b] 1 318[c]

Language allowances (to be included in pensionable remuneration) (US$ net per annum):

First language	2 268
Second language	1 134

[a] This lower amount will apply only with respect to staff members for whom the allowance becomes payable on or after 1 September 2006.
[b] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 September 2006.
[c] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 June 2004.

Increments: salary increments within the levels shall be awarded annually on the basis of satisfactory service.

* Long-service step:
Step XI at levels G-3 to G-7, step X at level G-2 and step IX at level G-1 are long-service steps.

The qualifying criteria for in-grade increases to the long-service step are as follows:

- The staff member should have had at least 20 years of service within the United Nations common system and 5 years of service at the top regular step of the current grade
- The staff member's service should have been satisfactory

Gross: Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed.

Gross pension: Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits.

Total net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

Net pension: Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e., 100 per cent of total net salaries.

NPC: Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent.

B. Salary scale for staff in the Language Teacher category at Headquarters

(United States dollars)

Effective 1 November 2015 (applicable only to staff recruited on or after 1 February 2016)

Level		*STEPS*											
		I	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*[a]
Language Teacher	(Gross)	75 760	78 447	81 134	83 821	86 508	89 195	91 883	94 570	97 257	99 944	102 631	105 318
	(Gross pension)	73 294	75 798	78 304	80 808	83 313	85 818	88 323	90 827	93 494	96 181	98 867	101 554
	(Total net)	57 275	59 129	60 983	62 837	64 691	66 545	68 399	70 253	72 107	73 961	75 815	77 669
	(Net pension)	57 275	59 128	60 982	62 835	64 689	66 542	68 396	70 249	72 103	73 957	75 810	77 664
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0

Increments: salary increments within the level shall be awarded annually on the basis of satisfactory service.

Work schedule: the yearly schedule of work consists of three terms of 13 weeks each. There is a summer recess and there are scheduled breaks between terms. Leave taken during the recess and the breaks in excess of the annual leave entitlement provided in the Staff Rules is treated as special leave with pay.

Dependency allowances (US$ net per annum):

Child	2 083[a] 2 217[b]
Except for the first dependent child of a single, widowed or divorced staff member	2 879[a] 3 246[b]
Dependent spouse	3 336[a] 3 562[b]
Secondary dependant	1 257[a] 1 307[b] 1 318[c]

[a] This lower amount will apply only with respect to staff members for whom the allowance becomes payable on or after 1 September 2006.
[b] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 September 2006.
[c] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 June 2004.

Language allowances: not entitled.

- Long-service step:
  The qualifying criteria for in-grade increases to the long-service step are as follows:
  - The staff member should have had at least 20 years of service within the United Nations common system and 5 years of service at the top regular step of the current grade
  - The staff member's service should have been satisfactory

Gross:	Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed.
Gross pension:	Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits.
Total net:	Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.
Net pension:	Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e., 100 per cent of total net salaries.
NPC:	Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent.

C. Salary scale for staff in the Public Information Assistant category at Headquarters

(United States dollars)

Effective 1 November 2015 (applicable only to staff recruited on or after 1 February 2016)

Level		*STEPS*				
		I	*II*	*III*	*IV*	*V*
Tour Coordinator/Supervisor and Briefing Assistant[a]	(Gross)	60 985	64 203	67 421	70 638	73 856
	(Gross pension)	59 565	62 518	65 518	68 519	71 519
	(Total net)	47 080	49 300	51 520	53 741	55 961
	(Net pension)	47 080	49 300	51 520	53 741	55 961
	(NPC)	0	0	0	0	0
Public Information Assistant II and Tour Coordinator	(Gross)	53 665	55 978	58 292	60 650	63 131
	(Gross pension)	52 594	54 817	57 041	59 264	61 519
	(Total net)	41 712	43 424	45 136	46 848	48 561
	(Net pension)	41 712	43 424	45 136	46 848	48 561
	(NPC)	0	0	0	0	0
Public Information Assistant I	(Gross)	49 245	51 359			
	(Gross pension)	48 346	50 377			
	(Total net)	38 441	40 006			
	(Net pension)	38 441	40 006			
	(NPC)	0	0			

[a] Includes Briefing Assistant as at 1 September 1991.

Reserve guides are paid by the day in accordance with the above rates.

Increments: salary increments within the levels shall be effective on the first day of the pay period in which satisfactory service requirements are completed, as follows:

Public Information Assistant I	6 months
Public Information Assistant II	12 months

No increments shall be paid in the case of staff members whose service will cease during the month in which the increment would ordinarily have been due.

Dependency allowances (US$ net per annum):

Child	2 083[a] 2 217[b]
Except for the first dependent child of a single, widowed or divorced staff member	2 879[a] 3 246[b]
Dependent spouse	3 336[a] 3 562[b]
Secondary dependent	1 257[a] 1 307[b] 1 318[c]

[a] This lower amount will apply only with respect to staff members for whom the allowance becomes payable on or after 1 September 2006.
[b] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 September 2006.
[c] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 June 2004.

Language allowances: not entitled.

Gross: Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed.

Gross pension: Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits.

Total net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

Net pension: Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e., 100 per cent of total net salaries.

NPC: Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent.

D. Salary scale for staff in the Security Service category at Headquarters

(United States dollars)

Effective 1 November 2015 (applicable only to staff recruited on or after 1 February 2016)

Level		*STEPS*												
		I	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*
7	(Gross)	92 509	96 100	99 691	103 282	106 873	110 464	114 055	117 646	121 237*				
	(Gross pension)	88 911	92 344	95 934	99 526	103 116	106 707	110 298	113 889	117 480*				
	(Total net)	68 832	71 309	73 787	76 265	78 743	81 220	83 698	86 176	88 654*				
	(Net pension)	68 832	71 309	73 787	76 265	78 743	81 220	83 698	86 176	88 654*				
	(NPC)	0	0	0	0	0	0	0	0	0*				
6	(Gross)	85 692	89 037	92 381	95 726	99 070	102 415	105 759	109 104	112 449*				
	(Gross pension)	82 554	85 673	88 792	91 969	95 313	98 657	102 002	105 347	108 691*				
	(Total net)	64 127	66 435	68 743	71 051	73 359	75 666	77 974	80 282	82 590*				
	(Net pension)	64 127	66 435	68 743	71 051	73 359	75 666	77 974	80 282	82 590*				
	(NPC)	0	0	0	0	0	0	0	0	0*				
5	(Gross)	78 838	81 945	85 052	88 159	91 266	94 373	97 480	100 587	103 694*				
	(Gross pension)	76 164	79 061	81 958	84 855	87 752	90 649	93 723	96 830	99 936*				
	(Total net)	59 398	61 542	63 686	65 830	67 973	70 117	72 261	74 405	76 549*				
	(Net pension)	59 398	61 542	63 686	65 830	67 973	70 117	72 261	74 405	76 549*				
	(NPC)	0	0	0	0	0	0	0	0	0*				
4	(Gross)	71 882	74 732	77 583	80 433	83 283	86 134	88 984	91 834	94 685*				
	(Gross pension)	69 678	72 335	74 993	77 651	80 309	82 967	85 625	88 283	90 939*				
	(Total net)	54 599	56 565	58 532	60 499	62 466	64 432	66 399	68 366	70 332*				
	(Net pension)	54 599	56 565	58 532	60 499	62 466	64 432	66 399	68 366	70 332*				
	(NPC)	0	0	0	0	0	0	0	0	0*				
3	(Gross)	67 068	69 303	71 538	73 773	76 008	78 243	80 478	82 713	84 948	87 183	89 419*		
	(Gross pension)	65 189	67 273	69 357	71 441	73 526	75 609	77 693	79 778	81 861	83 946	86 029*		
	(Total net)	51 277	52 819	54 361	55 903	57 446	58 988	60 530	62 072	63 614	65 157	66 699*		
	(Net pension)	51 277	52 819	54 361	55 903	57 446	58 988	60 530	62 072	63 614	65 157	66 699*		
	(NPC)	0	0	0	0	0	0	0	0	0	0	0*		
2	(Gross)	60 086	62 106	64 127	66 148	68 169	70 189	72 210	74 231	76 252	78 272	80 293	82 314	84 335*
	(Gross pension)	58 758	60 569	62 447	64 331	66 215	68 099	69 983	71 868	73 752	75 636	77 520	79 405	81 289*
	(Total net)	46 459	47 853	49 248	50 642	52 036	53 431	54 825	56 219	57 614	59 008	60 402	61 797	63 191*
	(Net pension)	46 459	47 853	49 248	50 642	52 036	53 431	54 825	56 219	57 614	59 008	60 402	61 797	63 191*
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0	0*
1	(Gross)	53 576	55 266											
	(Gross pension)	52 508	54 133											
	(Total net)	41 646	42 897											
	(Net pension)	41 646	42 897											
	(NPC)	0	0											

Dependency allowances (US$ net per annum):

Child	2 083[a]
	2 217[b]
Except for the first dependent child of a single, widowed or divorced staff member	2 879[a]
	3 246[b]
Dependent spouse	3 336[a]
	3 562[b]
Secondary dependant	1 257[a]
	1 307[b]
	1 318[c]

Language allowances (to be included in pensionable remuneration) (US$ net per annum):

First language	2 268
Second language	1 134

[a] This lower amount will apply only with respect to staff members for whom the allowance becomes payable on or after 1 September 2006.
[b] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 September 2006.
[c] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 June 2004.

Increments: salary increments within the levels shall be awarded annually on the basis of satisfactory service.

- Long-service step:
  Step IX at levels S-4 to S-7, step XI at level S-3 and step XIII at level S-2 are long-service steps.

  The qualifying criteria for in-grade increases to the long-service step are as follows:

  - The staff member should have had at least 20 years of service within the United Nations common system and 5 years of service at the top regular step of the current grade
  - The staff member's service should have been satisfactory

Gross: Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed.

Gross pension: Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits.

Total net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

Net pension: Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e., 100 per cent of total net salaries.

NPC: Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent.

E. Salary scale for staff in the Trades and Crafts category at Headquarters

(United States dollars)

Effective 1 November 2015 (applicable only to staff recruited on or after 1 February 2016)

		STEPS						
Level		*I*	*II*	*III*	*IV*	*V*	*VI*	*VII**
TC-8	(Gross)	85 465	88 430	91 396	94 361	97 327	100 292	103 258
	(Gross pension)	82 343	85 108	87 873	90 638	93 569	96 535	99 500
	(Total net)	63 971	66 017	68 063	70 109	72 155	74 202	76 248
	(Net pension)	63 971	66 017	68 063	70 109	72 155	74 202	76 248
	(NPC)	0	0	0	0	0	0	0
TC-7	(Gross)	80 114	82 910	85 707	88 503	91 299	94 096	96 892
	(Gross pension)	77 353	79 961	82 568	85 176	87 784	90 391	93 134
	(Total net)	60 279	62 208	64 138	66 067	67 997	69 926	71 856
	(Net pension)	60 279	62 208	64 138	66 067	67 997	69 926	71 856
	(NPC)	0	0	0	0	0	0	0
TC-6	(Gross)	74 763	77 389	80 015	82 640	85 266	87 892	90 518
	(Gross pension)	72 365	74 812	77 261	79 709	82 158	84 607	87 054
	(Total net)	56 586	58 398	60 210	62 022	63 834	65 646	67 457
	(Net pension)	56 586	58 398	60 210	62 022	63 834	65 646	67 457
	(NPC)	0	0	0	0	0	0	0
TC-5	(Gross)	69 434	71 885	74 336	76 787	79 238	81 688	84 139
	(Gross pension)	67 395	69 681	71 966	74 251	76 536	78 822	81 107
	(Total net)	52 910	54 601	56 292	57 983	59 674	61 365	63 056
	(Net pension)	52 910	54 601	56 292	57 983	59 674	61 365	63 056
	(NPC)	0	0	0	0	0	0	0
TC-4	(Gross)	64 099	66 381	68 663	70 945	73 226	75 508	77 790
	(Gross pension)	62 421	64 549	66 677	68 803	70 931	73 059	75 186
	(Total net)	49 229	50 803	52 377	53 952	55 526	57 101	58 675
	(Net pension)	49 229	50 803	52 377	53 952	55 526	57 101	58 675
	(NPC)	0	0	0	0	0	0	0
TC-3	(Gross)	58 839	60 870	62 986	65 101	67 217	69 332	71 448
	(Gross pension)	57 566	59 462	61 382	63 355	65 328	67 300	69 273
	(Total net)	45 541	47 000	48 460	49 920	51 379	52 839	54 299
	(Net pension)	45 541	47 000	48 460	49 920	51 379	52 839	54 299
	(NPC)	0	0	0	0	0	0	0
TC-2	(Gross)	53 878	55 686	57 494	59 302	61 191	63 130	65 069
	(Gross pension)	52 799	54 536	56 274	58 012	59 749	61 517	63 325
	(Total net)	41 870	43 208	44 546	45 884	47 222	48 560	49 898
	(Net pension)	41 870	43 208	44 546	45 884	47 222	48 560	49 898
	(NPC)	0	0	0	0	0	0	0
TC-1	(Gross)	48 870	50 520	52 171	53 821	55 471	57 122	58 772
	(Gross pension)	47 985	49 572	51 158	52 744	54 330	55 915	57 502
	(Total net)	38 164	39 385	40 606	41 827	43 049	44 270	45 491
	(Net pension)	38 164	39 385	40 606	41 827	43 049	44 270	45 491
	(NPC)	0	0	0	0	0	0	0

Dependency allowances (US$ net per annum):

Child	2 083[a]
	2 217[b]
Except for the first dependent child of a single, widowed or divorced staff member	2 879[a]
	3 246[b]
Dependent spouse	3 336[a]
	3 562[b]
Secondary dependant	1 257[a]
	1 307[b]
	1 318[c]

Language allowances (to be included in pensionable remuneration) (US$ net per annum):

First language	2 268
Second language	1 134

[a] This lower amount will apply only with respect to staff members for whom the allowance becomes payable on or after 1 September 2006.
[b] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 September 2006.
[c] This higher amount will apply only with respect to staff members for whom the allowance becomes payable prior to 1 June 2004.

Increments: salary increments within the levels shall be awarded annually on the basis of satisfactory service.

- Long-service step:
  The qualifying criteria for in-grade increases to the long-service step are as follows:
  - The staff member should have had at least 20 years of service within the United Nations common system and 5 years of service at the top regular step of the current grade
  - The staff member's service should have been satisfactory

Gross: Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed.

Gross pension: Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits.

Total net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

Net pension: Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e., 100 per cent of total net salaries.

NPC: Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent.